

## Factors Influencing Work Life Balance of Women Employees in Information Technology Companies

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**Abstract:** Today India is super power in the global economy because of the talented and educated Indian women. In the past few decades, one can witness in the labor market in India has been the entry of women information technology (I.T.) professionals in the rapidly growing software services sector. Now women take on the role of working professional in addition to their traditional work of the home maker, they are under great stress to balance their work and personal life. Work Life Balance is the key issue that is bothering many corporate and employees. The data pertaining to the study has been collected from professionals working in I.T. companies in Chennai to identify the factors influencing Work-life balance and to study the personal & organizational profile. The statistical tools like Percentage, Factor Analysis, Cluster, ANOVA and Multiple Regressions are used for data analysis. Analysis of literature and available data reveals that many employees are facing problems in adjusting their family life and personal life with their organisational workload.

**Keywords -** Family, Stress, Work life balance, Workload, Women employee,

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### I. Introduction

“In India, it is taken for granted that economic activities are exclusively the prerogative of males while domestic work, child bearing and child rearing are the sole occupations of women”. Women have not enjoyed a good status in workplace settings whether in managerial or operative roles. But with the increasing industrialization, urbanization and revolutionary developments in the information technology (IT) companies have played key roles in changing the career patterns and professional roles of women. Work life Balance (WLB) of women employees has emerged as a hot topic in recent years - since the time in today's world, it has become a necessity that both husband and wife need to work to have a normal life because of the increasing economic conditions and social demand. Hence it is very necessary to know how the women balance professional and domestic life. There are various factors influencing WLB such as stress, conflict, workload, quality of work life, work family support and emotional intelligent. Among these factors researcher would like to throw light on stress. In the initial stages, women had to struggle a lot to establish their identity in this competitive world, both in the family as well as in the professional life. Employees need to properly deal with work and family transitions and define a boundary between them because otherwise the overlap between them can result in burnout.

#### 1.1 Literature Review

Tatheer Yawar Ali, Atif Hassan, Tahira Yawar Ali, and Dr. Rizwana Bashir (2013)<sup>[1]</sup> in their study it is discovered that employees face a problem of staying in work place for long working hours adversely affect their health and productivity creating stress.

Nilgun Anafarta (2011)<sup>[2]</sup> in his research work identifies the relationship among WFC, FWC and job satisfaction. This study reveals that WFC seems to be more effective on job satisfaction than FWC. Therefore studying WFC by considering the cultural beliefs, values and norms is helpful to better understand WFC.

Saira Ashfaq, Zahid Mahmood and Mehboob Ahmad (2013)<sup>[3]</sup> the results showed that employee performance is affected by work-life conflict and work overload. Annie Sam and Ms. Anitha.K (2014)<sup>[4]</sup> they both revealed that working women cannot excel in her career without family support. Jeya Amantha Kumar and Balakrishnan Muniandij (2012)<sup>[5]</sup> tried to explore the overall level of emotional Intelligence of employees. The findings proved that the levels of emotional Intelligence among the lectures improved with age, teaching experience, grade and education etc. S.Pattu Meenakshi & Dr.k.Ravichandran (2012)<sup>[6]</sup> in their study had studied that many of the respondents were able to balance their work and personal life even though they face high stress at work place. Negative attitude of peers and colleagues at work place was found to hinder the work life. N. Bhuma (2012)<sup>[7]</sup> in her research work that teachers feel that the physical working environment need to be altered and also feel that government should extend their support in developing self-financing colleges.

Malgorzata Kluczyk (2013)<sup>[8]</sup> in his research finds that the enhancement or positive spillover between work and family domains plays an important role on individuals WLB and wellbeing.

**1.2 Research Gap:** The researcher found that national and international researchers concentrated more on stress, conflict, workload and work family support variables rather than variables relating to quality of work life, emotional intelligent, impact of work life balance on individual and on organization has not be given due importance. Therefore the researcher very much interested to fill the gap. Based on the identified research gap, the specific objective of the present study is to identify and analyze the contribution of stress affecting the work life balance of women employees in I.T. companies. Additionally, explored to measure and compare the stress factors affecting WLB.

**1.3 Objectives of the Study**

- To analyze the contribution of stress affecting the work life balance of women employees in I.T. companies.
- To measure and compare the stress factors affecting WLB of women employees.

**1.4 Hypothesis**

**H1:** There is no significant difference among contribution of stress influencing WLB of women employees.

**H2:** There is no significant difference among the stress factors affecting WLB of women employees.

**1.5 Research Methodology**

**1.5.1 Sample Design:** The present study was carried out in Chennai city by selecting I.T. professionals. A sample of 200 employees was selected for gathering primary data. To carry out the study in a more accurate and easier way, multiple random sampling methods was adopted.

**1.5.2 Data Collection:** Both primary and secondary data have been used to draw appropriate conclusions. The primary data was collected by using interview and questionnaire method. The secondary data was mainly drawn from available literature pertaining to the field of knowledge.

**1.5.3 Statistical Tool Used:** The collected data had been analyzed by percentage analysis, factor analysis, cluster analysis, ANOVA and multiple regression. Ten variables regarding stress and their respective influence over WLB are measured through Likert’s Five Point Scale.

**II. Analysis And Discussion**

**2.1 Factors of Stress Causing Work Life Balance**

The stress factors consist of ten variables in Likerts’ Five Point Scale. The reduction process of factor analysis by principle component method is applied in these ten variables and the results are presented in Table 2.1,

**Table 2.1 KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.780
Bartlett's Test of Sphericity	Approx. Chi-Square	1365.168
	Df	45.000
	Sig.	0.000

Source: Computed Data

From the Table 2.1 it is found that KMO measure of sampling of adequacy is .780, Bartlett's Test of Sphericity with approximately chi square value is 1365.168 are statistically significant at 5% level. Therefore it can be concluded that the sample size is adequate to reduce the variable into predominant factors. The variances exhibited by the ten variables are also significant and they formed the normal distribution. The individual variances for all the ten variables are presented in the Table 2.2.

**Table 2.2 Communalities**

Stress	Initial	Extraction
ST1	1.000	0.543
ST2	1.000	0.465
ST3	1.000	0.574
ST4	1.000	0.375
ST5	1.000	0.259
ST6	1.000	0.592
ST7	1.000	0.549
ST8	1.000	0.476
ST9	1.000	0.567
ST10	1.000	0.429

Source: Computed Data

Extraction Method: Principal Component Analysis.

From the Table 2.2, it is found that the ten variables process the variance ranging from 25.9% to 59.2% (0.259 to 0.592) this implies the ten variables are significant in creating the factors through variables loading. This leads to the derivation of predominant factors from ten variables.

**Table 2.3 Total Variance Explained**

Component	Initial Eigenvalues			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.728	37.283	37.283	2.437	24.373	24.373
2	1.101	11.010	48.293	2.392	23.921	48.293
3	0.998	9.981	58.274			
4	0.924	9.239	67.513			
5	0.775	7.753	75.266			
6	0.733	7.328	82.594			
7	0.648	6.482	89.076			
8	0.396	3.960	93.035			
9	0.352	3.522	96.558			
10	0.344	3.442	100.000			

Source: Computed Data      Extraction Method: Principal Component Analysis

From the Table 2.3, it is found that ten variables reduced into two predominant factors. It implies through factors process the cumulative variance 48.293%.The two factors individually process the variance 24.373% and 23.921%. These two variances are statistically significant. The variable loadings are presented in Table 2.4

**Table 2.4 Rotated Component Matrix (a)**

Stress	Component	
	1	2
ST3	0.753	
ST1	0.719	
ST6	0.594	
ST4	0.563	
ST2	0.522	
ST5	0.431	
ST7		0.740
ST9		0.740
ST10		0.623
ST8		0.561

Source: Computed Data      Extraction Method: Principal Component Analysis.

**Table 2.5 The First Factor Comprises of Six Variables**

Factor	Statement
ST3	The demographic profile of a worker influence job stress and quality work life (0.753)
ST1	Stress management aims at balancing different work life balance situation (0.719)
ST6	Work stress leads to family imbalance (0.594)
ST4	A proper emotion management and family domain help women to solve problems of incompatibilities (0.563)
ST2	Staying in the work place for a long duration affects work life balance (0.522)
ST5	I.T. women employees are exposed to higher dosage of occupational stress (0.431)

Source: Primary Data (from Questionnaire)

Therefore the first factor of stress is known as “**Psychological Pressure**”. Psychological stress is what women employee feels when they are under pressure or having difficulty coping with a situation or stimulus. Any situation that produces an emotional response, whether it is an actual experience or one that they perceive to be real can become a source of psychological stress.

**Table 2.6 The Second Factor Includes Four Variables**

Factor	Statement
ST7	Relaxation options like meditation and family get together minimize the stress (0.740)
ST9	Continuous work pressure results in poor performance at work as well as at home (0.740)
ST10	Flexi time enable them to balance their work and life domain (0.623)
ST8	Higher level of stress affects job satisfaction which leads to less commitment (0.561)

Source: Primary Data (from Questionnaire)

Thus the second factor of stress is renowned as “**Extricating Strategy**”. Extricating strategy is a method or plan for extricating women from an undesirable situation. It is to leave free or release women employees from a dangerous situation and help them to balance their work and family using strategy.

### **III. Findings**

The factor analysis revealed that stress causing WLB depends upon two predominant factors say “Psychological Pressure” and “Extricating Strategy” of women employees in I.T. Sectors. The Psychological pressure perturbs the women employees in their professional life as well as in their personal life. In order to come out of the maximum stress they adopt the Extricating strategy of separating themselves from the stress caused by the works and responsibilities in their organizational and personal life. Stress can adversely affect on both physical and psychological factor of women. It can also result in feelings of distrust, rejection, anger and depression, which in turn can lead to health problems such as headaches, stomach upset, rashes, insomnia, ulcers, high blood pressure, heart disease and stroke. Stress affects not only the individual but also her environment causing imbalance.

### **IV. Conclusion**

“Work life balance remains an issue that requires considerable attention from society. The dynamic environment, where organizations often operate on a 365/24/7 schedule and where the technological advances have made it possible.” For an employee to be connected at all times, has ushered the work life balance issue into the forefront of the minds of many. As working women in the I.T companies, she needs abundant applications of knowledge in her domain. This knowledge has to be updated in accordance with the recent developments to keep the company ahead in the competition. On the other hand, in the Indian context women are the ones who need to take care of the children, look after the home front and simultaneously manage their professional life as well. This has caused lots of stress and pressure to the women employees. Only those who can maintain a balance between these two can survive in both the formats. In this climate, managing both professional and personal life effectively and efficiently has become a major challenge for the I.T women employees.

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